

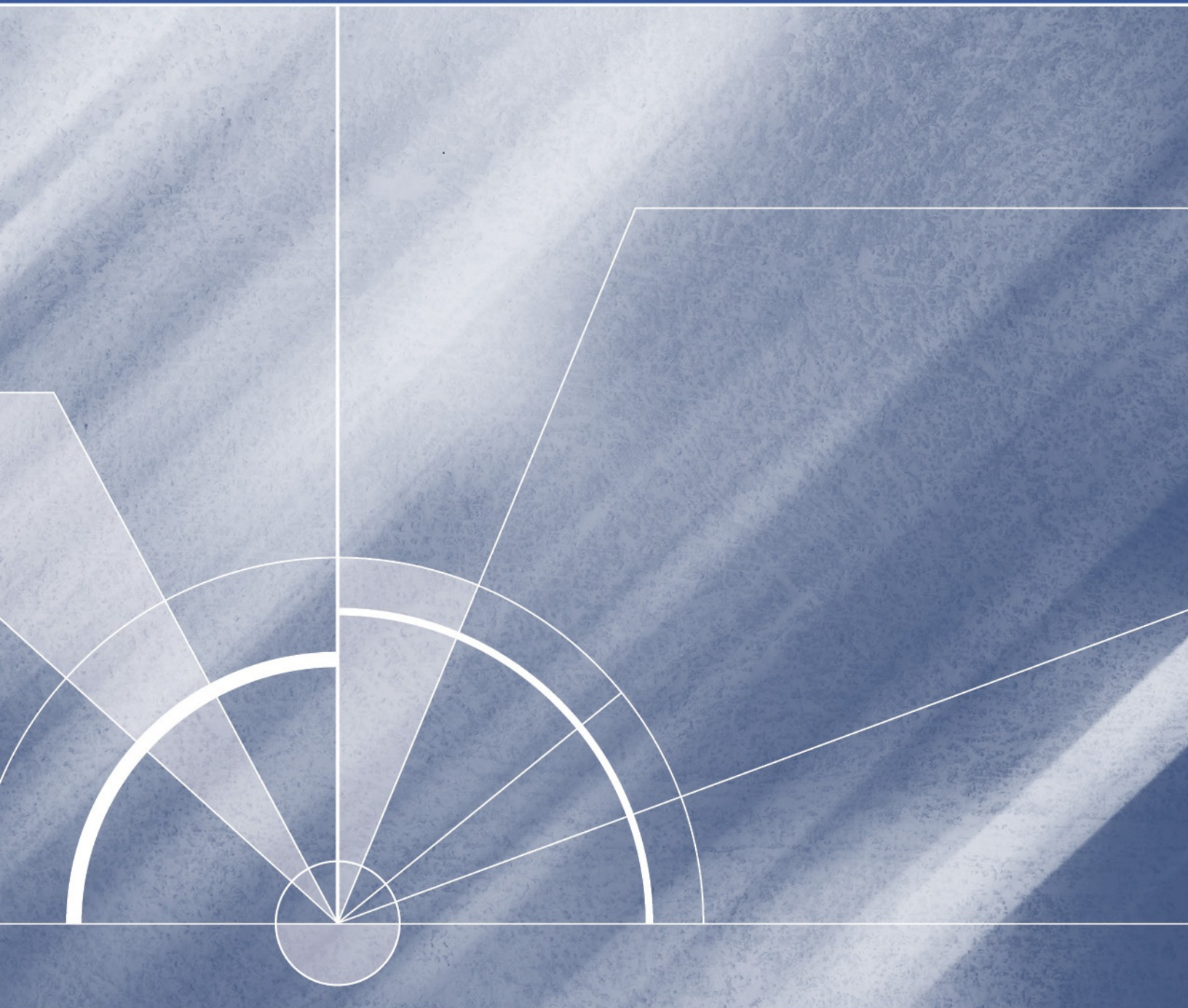
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Turnover
Intentions
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Turnover Intentions Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
No	6,560
Yes, to retire	663
Yes, to take another job within the Federal Government	865
Yes, to take another job outside the Federal Government	468
Yes, other	453

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
No	6,543	75.3%	13.8%	10.9%
Yes, to retire	662	67.2%	17.0%	15.8%
Yes, to take another job within the Federal Government	864	49.3%	16.9%	33.8%
Yes, to take another job outside the Federal Government	468	55.7%	14.8%	29.5%
Yes, other	453	56.5%	14.2%	29.3%

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
No	6,532	77.9%	12.7%	9.4%
Yes, to retire	658	73.9%	11.9%	14.2%
Yes, to take another job within the Federal Government	861	52.9%	17.4%	29.7%
Yes, to take another job outside the Federal Government	465	50.6%	19.2%	30.2%
Yes, other	450	57.4%	16.3%	26.4%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
No	6,494	73.1%	15.1%	11.8%
Yes, to retire	658	66.1%	15.6%	18.3%
Yes, to take another job within the Federal Government	856	47.7%	17.3%	35.0%
Yes, to take another job outside the Federal Government	466	49.5%	17.8%	32.7%
Yes, other	450	49.9%	16.1%	34.0%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
No	6,531	83.0%	10.8%	6.2%
Yes, to retire	661	72.0%	13.5%	14.5%
Yes, to take another job within the Federal Government	860	53.4%	19.4%	27.3%
Yes, to take another job outside the Federal Government	465	59.5%	15.7%	24.7%
Yes, other	452	57.9%	16.6%	25.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
No	6,495	88.7%	8.0%	3.3%
Yes, to retire	653	82.5%	10.3%	7.2%
Yes, to take another job within the Federal Government	857	69.0%	17.7%	13.4%
Yes, to take another job outside the Federal Government	465	70.8%	17.0%	12.2%
Yes, other	450	69.2%	16.8%	14.0%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
No	6,491	84.8%	9.5%	5.7%
Yes, to retire	655	80.1%	11.6%	8.4%
Yes, to take another job within the Federal Government	859	64.3%	15.4%	20.3%
Yes, to take another job outside the Federal Government	465	63.7%	16.2%	20.1%
Yes, other	452	68.0%	12.8%	19.1%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
No	6,530	97.7%	1.5%	0.8%
Yes, to retire	660	94.2%	4.2%	1.6%
Yes, to take another job within the Federal Government	862	93.6%	3.3%	3.1%
Yes, to take another job outside the Federal Government	467	91.7%	3.6%	4.6%
Yes, other	453	92.5%	4.6%	2.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
No	6,514	92.4%	6.6%	1.1%
Yes, to retire	658	84.9%	12.2%	2.9%
Yes, to take another job within the Federal Government	859	90.6%	7.1%	2.3%
Yes, to take another job outside the Federal Government	466	86.1%	9.1%	4.8%
Yes, other	448	85.5%	11.8%	2.7%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
No	6,528	43.7%	17.3%	39.0%	8
Yes, to retire	661	41.2%	14.7%	44.1%	0
Yes, to take another job within the Federal Government	863	29.2%	16.0%	54.8%	1
Yes, to take another job outside the Federal Government	465	19.1%	14.4%	66.5%	2
Yes, other	450	26.4%	16.8%	56.8%	1

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
No	6,520	61.9%	16.5%	21.6%	6
Yes, to retire	654	59.8%	17.3%	22.9%	1
Yes, to take another job within the Federal Government	859	40.7%	19.3%	40.0%	1
Yes, to take another job outside the Federal Government	465	45.0%	17.5%	37.5%	0
Yes, other	451	40.8%	22.9%	36.3%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
No	6,439	68.2%	16.2%	15.6%	10
Yes, to retire	650	60.0%	15.4%	24.7%	3
Yes, to take another job within the Federal Government	839	35.1%	17.1%	47.9%	9
Yes, to take another job outside the Federal Government	459	37.5%	19.5%	42.9%	2
Yes, other	438	38.3%	18.7%	43.0%	5

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
No	6,492	86.0%	8.2%	5.8%	31
Yes, to retire	658	79.6%	11.4%	8.9%	2
Yes, to take another job within the Federal Government	859	74.2%	13.7%	12.1%	3
Yes, to take another job outside the Federal Government	458	65.3%	12.7%	22.0%	3
Yes, other	444	68.2%	12.7%	19.0%	6

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
No	6,465	93.7%	4.6%	1.7%	14
Yes, to retire	650	86.2%	9.7%	4.1%	2
Yes, to take another job within the Federal Government	850	83.3%	11.1%	5.6%	3
Yes, to take another job outside the Federal Government	458	81.7%	9.6%	8.7%	3
Yes, other	450	81.0%	13.0%	6.1%	2

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
No	6,510	75.3%	11.9%	12.8%	8
Yes, to retire	656	74.7%	13.0%	12.3%	2
Yes, to take another job within the Federal Government	849	65.5%	15.2%	19.4%	8
Yes, to take another job outside the Federal Government	462	64.6%	12.4%	23.0%	2
Yes, other	449	59.7%	16.6%	23.7%	1

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
No	6,481	79.9%	11.4%	8.7%	54
Yes, to retire	655	70.3%	15.9%	13.8%	6
Yes, to take another job within the Federal Government	851	60.8%	14.6%	24.6%	10
Yes, to take another job outside the Federal Government	459	68.9%	14.2%	16.9%	6
Yes, other	442	60.9%	17.4%	21.7%	9

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
No	6,504	89.9%	7.6%	2.5%	12
Yes, to retire	657	82.5%	13.1%	4.5%	1
Yes, to take another job within the Federal Government	857	77.0%	14.8%	8.3%	1
Yes, to take another job outside the Federal Government	461	71.7%	17.5%	10.8%	2
Yes, other	443	76.1%	17.1%	6.8%	6

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
No	6,028	68.7%	18.9%	12.4%	481
Yes, to retire	605	62.3%	19.0%	18.7%	52
Yes, to take another job within the Federal Government	818	47.6%	18.8%	33.6%	39
Yes, to take another job outside the Federal Government	416	54.3%	15.8%	29.9%	49
Yes, other	408	49.6%	17.1%	33.3%	41

Environmental Protection Agency

Turnover Intentions Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
No	6,472	56.4%	23.6%	20.0%	55
Yes, to retire	654	48.8%	28.2%	22.9%	7
Yes, to take another job within the Federal Government	854	36.1%	22.5%	41.4%	9
Yes, to take another job outside the Federal Government	458	34.4%	23.1%	42.5%	6
Yes, other	442	32.8%	27.2%	40.0%	8

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
No	6,432	70.1%	14.4%	15.4%	120
Yes, to retire	650	60.9%	16.1%	23.0%	12
Yes, to take another job within the Federal Government	850	50.9%	15.7%	33.4%	15
Yes, to take another job outside the Federal Government	459	53.3%	16.5%	30.2%	9
Yes, other	445	52.9%	15.8%	31.3%	7

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
No	6,551	86.7%	8.3%	5.0%
Yes, to retire	661	84.3%	9.1%	6.6%
Yes, to take another job within the Federal Government	863	68.7%	15.5%	15.9%
Yes, to take another job outside the Federal Government	468	75.3%	9.0%	15.7%
Yes, other	453	72.7%	13.4%	13.8%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
No	6,315	46.6%	22.4%	31.0%	227
Yes, to retire	643	40.9%	19.6%	39.5%	17
Yes, to take another job within the Federal Government	841	28.6%	20.8%	50.5%	23
Yes, to take another job outside the Federal Government	443	30.5%	16.0%	53.5%	23
Yes, other	434	31.5%	18.5%	50.0%	18

Environmental Protection Agency

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My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
No	5,910	46.7%	28.7%	24.6%	616
Yes, to retire	611	42.7%	27.2%	30.1%	48
Yes, to take another job within the Federal Government	810	23.7%	22.9%	53.5%	48
Yes, to take another job outside the Federal Government	412	33.0%	20.0%	47.0%	54
Yes, other	421	27.0%	28.4%	44.6%	30

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
No	5,528	34.6%	32.4%	33.0%	1,007
Yes, to retire	588	32.8%	34.5%	32.7%	71
Yes, to take another job within the Federal Government	789	19.0%	24.0%	57.0%	73
Yes, to take another job outside the Federal Government	388	23.2%	21.9%	54.9%	78
Yes, other	389	23.8%	28.5%	47.7%	61

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
No	5,877	44.0%	29.5%	26.5%	655
Yes, to retire	617	39.7%	31.2%	29.1%	41
Yes, to take another job within the Federal Government	810	22.4%	24.1%	53.5%	53
Yes, to take another job outside the Federal Government	424	27.3%	23.7%	49.0%	44
Yes, other	407	28.0%	26.8%	45.2%	45

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
No	5,756	54.7%	24.9%	20.4%	749
Yes, to retire	608	50.2%	24.4%	25.4%	51
Yes, to take another job within the Federal Government	793	31.1%	21.0%	48.0%	67
Yes, to take another job outside the Federal Government	404	38.0%	20.8%	41.2%	62
Yes, other	399	39.9%	20.3%	39.7%	54

Environmental Protection Agency

Turnover Intentions Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
No	6,488	83.2%	9.7%	7.1%	32
Yes, to retire	652	81.3%	9.3%	9.4%	3
Yes, to take another job within the Federal Government	854	64.5%	15.5%	20.1%	3
Yes, to take another job outside the Federal Government	464	73.6%	11.9%	14.5%	0
Yes, other	447	70.2%	13.6%	16.2%	4

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
No	6,192	61.6%	27.5%	10.9%	342
Yes, to retire	628	53.9%	31.1%	15.0%	31
Yes, to take another job within the Federal Government	834	43.8%	29.8%	26.4%	31
Yes, to take another job outside the Federal Government	448	46.0%	31.0%	23.0%	18
Yes, other	428	44.5%	32.5%	22.9%	24

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
No	6,550	93.6%	5.7%	0.7%
Yes, to retire	661	91.6%	7.4%	1.0%
Yes, to take another job within the Federal Government	865	79.1%	16.7%	4.2%
Yes, to take another job outside the Federal Government	468	83.8%	12.1%	4.1%
Yes, other	452	79.6%	15.9%	4.5%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
No	6,407	79.7%	12.9%	7.4%	113
Yes, to retire	643	76.4%	14.2%	9.4%	14
Yes, to take another job within the Federal Government	847	60.8%	20.3%	18.9%	14
Yes, to take another job outside the Federal Government	457	63.6%	15.7%	20.7%	8
Yes, other	440	57.4%	22.7%	19.9%	10

Environmental Protection Agency

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My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
No	6,320	53.8%	23.4%	22.8%	203
Yes, to retire	637	52.5%	20.5%	26.9%	21
Yes, to take another job within the Federal Government	842	29.3%	23.6%	47.1%	22
Yes, to take another job outside the Federal Government	456	26.8%	19.3%	53.9%	11
Yes, other	438	26.2%	25.0%	48.8%	13

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
No	6,367	65.9%	19.5%	14.6%	163
Yes, to retire	647	62.0%	19.4%	18.6%	14
Yes, to take another job within the Federal Government	854	38.9%	25.1%	35.9%	8
Yes, to take another job outside the Federal Government	458	45.0%	21.1%	34.0%	7
Yes, other	442	44.0%	22.3%	33.7%	9

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
No	6,248	54.5%	27.0%	18.5%	248
Yes, to retire	632	52.4%	23.3%	24.3%	26
Yes, to take another job within the Federal Government	841	31.3%	26.6%	42.1%	19
Yes, to take another job outside the Federal Government	457	30.4%	25.8%	43.8%	9
Yes, other	441	32.3%	23.2%	44.4%	11

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
No	5,825	25.8%	33.1%	41.0%	694
Yes, to retire	591	21.3%	36.7%	41.9%	65
Yes, to take another job within the Federal Government	799	13.4%	25.0%	61.6%	58
Yes, to take another job outside the Federal Government	420	12.3%	21.7%	65.9%	46
Yes, other	409	14.0%	25.5%	60.5%	41

Environmental Protection Agency

Turnover Intentions Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
No	6,121	67.7%	21.2%	11.1%	399
Yes, to retire	625	66.9%	21.8%	11.3%	31
Yes, to take another job within the Federal Government	821	47.1%	25.7%	27.3%	42
Yes, to take another job outside the Federal Government	426	55.6%	24.3%	20.1%	41
Yes, other	412	53.5%	24.8%	21.7%	39

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
No	6,443	87.1%	9.1%	3.8%	92
Yes, to retire	649	84.2%	11.6%	4.2%	11
Yes, to take another job within the Federal Government	841	77.2%	14.3%	8.5%	19
Yes, to take another job outside the Federal Government	456	80.4%	12.3%	7.3%	12
Yes, other	435	72.2%	16.5%	11.3%	15

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
No	6,457	87.1%	9.8%	3.0%	54
Yes, to retire	645	85.3%	11.4%	3.3%	9
Yes, to take another job within the Federal Government	850	78.2%	14.4%	7.4%	8
Yes, to take another job outside the Federal Government	462	77.3%	13.1%	9.6%	3
Yes, other	441	75.1%	15.7%	9.2%	8

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
No	6,010	62.4%	21.4%	16.2%	511
Yes, to retire	619	59.0%	19.5%	21.5%	40
Yes, to take another job within the Federal Government	813	36.1%	22.2%	41.7%	47
Yes, to take another job outside the Federal Government	429	46.9%	19.3%	33.8%	37
Yes, other	416	41.2%	22.7%	36.1%	34

Environmental Protection Agency Turnover Intentions Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
No	5,800	77.2%	15.5%	7.2%	712
Yes, to retire	605	71.8%	16.2%	12.0%	52
Yes, to take another job within the Federal Government	771	48.8%	23.0%	28.2%	85
Yes, to take another job outside the Federal Government	399	67.6%	19.2%	13.2%	61
Yes, other	389	59.7%	17.9%	22.3%	57

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
No	6,450	77.0%	13.7%	9.3%	78
Yes, to retire	651	70.4%	15.6%	14.0%	8
Yes, to take another job within the Federal Government	851	60.2%	24.0%	15.8%	10
Yes, to take another job outside the Federal Government	452	53.7%	19.7%	26.6%	16
Yes, other	439	56.1%	22.3%	21.6%	10

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
No	6,529	75.3%	15.7%	9.1%
Yes, to retire	660	63.2%	18.4%	18.4%
Yes, to take another job within the Federal Government	864	40.1%	26.9%	33.0%
Yes, to take another job outside the Federal Government	467	40.7%	25.0%	34.3%
Yes, other	453	35.7%	28.1%	36.2%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
No	5,931	46.6%	27.9%	25.5%	620
Yes, to retire	611	38.1%	29.0%	32.9%	52
Yes, to take another job within the Federal Government	794	27.1%	24.6%	48.3%	70
Yes, to take another job outside the Federal Government	419	22.0%	23.6%	54.4%	48
Yes, other	413	25.0%	26.0%	49.0%	39

Environmental Protection Agency

Turnover Intentions Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
No	6,528	91.8%	5.3%	2.9%	26
Yes, to retire	657	87.4%	8.6%	4.1%	2
Yes, to take another job within the Federal Government	855	76.7%	9.8%	13.5%	9
Yes, to take another job outside the Federal Government	466	86.2%	5.8%	8.0%	2
Yes, other	449	78.0%	11.8%	10.2%	4

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
No	6,515	81.8%	11.0%	7.2%	23
Yes, to retire	656	69.4%	17.8%	12.8%	4
Yes, to take another job within the Federal Government	859	57.2%	17.3%	25.5%	2
Yes, to take another job outside the Federal Government	468	67.3%	13.0%	19.7%	0
Yes, other	449	59.2%	15.8%	25.0%	3

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
No	6,475	78.0%	13.0%	9.0%	37
Yes, to retire	652	66.4%	18.3%	15.4%	4
Yes, to take another job within the Federal Government	853	52.6%	19.4%	28.0%	5
Yes, to take another job outside the Federal Government	464	60.7%	15.9%	23.3%	1
Yes, other	447	56.5%	17.8%	25.8%	6

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
No	5,970	80.0%	16.0%	4.0%	558
Yes, to retire	603	71.4%	21.7%	6.9%	53
Yes, to take another job within the Federal Government	790	61.5%	22.3%	16.2%	72
Yes, to take another job outside the Federal Government	399	72.6%	18.3%	9.2%	64
Yes, other	393	65.7%	22.9%	11.4%	60

Environmental Protection Agency

Turnover Intentions Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
No	6,505	74.4%	15.4%	10.2%	23
Yes, to retire	655	61.7%	24.1%	14.2%	2
Yes, to take another job within the Federal Government	854	50.5%	21.6%	27.9%	4
Yes, to take another job outside the Federal Government	465	57.3%	19.3%	23.4%	0
Yes, other	447	52.7%	23.3%	24.0%	5

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
No	6,457	80.8%	12.3%	6.8%	79
Yes, to retire	644	73.9%	15.8%	10.3%	14
Yes, to take another job within the Federal Government	848	55.3%	19.0%	25.7%	15
Yes, to take another job outside the Federal Government	463	62.2%	16.4%	21.5%	5
Yes, other	437	60.6%	18.6%	20.8%	15

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
No	6,552	88.8%	6.5%	4.7%
Yes, to retire	661	82.9%	9.5%	7.6%
Yes, to take another job within the Federal Government	865	68.0%	12.6%	19.4%
Yes, to take another job outside the Federal Government	468	77.7%	8.2%	14.1%
Yes, other	452	72.7%	13.3%	14.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
No	6,533	91.2%	5.4%	3.4%
Yes, to retire	660	85.9%	7.1%	7.0%
Yes, to take another job within the Federal Government	862	72.0%	12.3%	15.7%
Yes, to take another job outside the Federal Government	468	80.6%	7.5%	11.9%
Yes, other	453	75.9%	12.2%	11.9%

Environmental Protection Agency Turnover Intentions Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
No	6,542	93.5%	4.0%	2.5%
Yes, to retire	659	89.9%	6.3%	3.8%
Yes, to take another job within the Federal Government	858	84.3%	6.5%	9.3%
Yes, to take another job outside the Federal Government	468	90.0%	4.6%	5.4%
Yes, other	452	85.7%	6.7%	7.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
No	6,541	81.8%	11.1%	7.1%
Yes, to retire	657	73.2%	14.1%	12.8%
Yes, to take another job within the Federal Government	862	54.4%	17.8%	27.8%
Yes, to take another job outside the Federal Government	468	67.3%	13.9%	18.8%
Yes, other	452	58.3%	19.3%	22.5%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
No	6,550	85.1%	10.4%	4.5%
Yes, to retire	661	77.1%	12.9%	10.0%
Yes, to take another job within the Federal Government	864	59.2%	22.0%	18.8%
Yes, to take another job outside the Federal Government	468	67.4%	17.7%	14.9%
Yes, other	452	61.7%	22.4%	15.9%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
No	6,390	44.1%	23.7%	32.1%	151
Yes, to retire	651	36.8%	23.4%	39.8%	11
Yes, to take another job within the Federal Government	860	24.1%	21.3%	54.7%	5
Yes, to take another job outside the Federal Government	461	19.4%	12.8%	67.8%	7
Yes, other	444	18.2%	23.5%	58.4%	9

Environmental Protection Agency

Turnover Intentions Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
No	6,064	54.3%	22.4%	23.3%	465
Yes, to retire	622	48.8%	21.0%	30.2%	38
Yes, to take another job within the Federal Government	822	33.6%	21.7%	44.7%	40
Yes, to take another job outside the Federal Government	433	32.2%	18.7%	49.1%	33
Yes, other	417	28.9%	25.5%	45.6%	35

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
No	6,136	77.6%	15.5%	6.8%	373
Yes, to retire	614	71.6%	19.5%	8.9%	46
Yes, to take another job within the Federal Government	823	53.8%	21.2%	25.0%	31
Yes, to take another job outside the Federal Government	426	62.5%	18.5%	19.0%	40
Yes, other	410	58.2%	22.0%	19.8%	41

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
No	6,426	70.6%	17.8%	11.6%	82
Yes, to retire	640	63.8%	19.8%	16.4%	15
Yes, to take another job within the Federal Government	851	47.0%	22.0%	31.0%	7
Yes, to take another job outside the Federal Government	462	49.5%	20.9%	29.6%	4
Yes, other	445	45.4%	26.5%	28.1%	7

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
No	6,069	71.8%	19.5%	8.7%	428
Yes, to retire	606	63.6%	23.1%	13.3%	51
Yes, to take another job within the Federal Government	799	49.3%	26.5%	24.2%	61
Yes, to take another job outside the Federal Government	420	52.7%	22.6%	24.7%	45
Yes, other	403	52.0%	24.9%	23.1%	46

Environmental Protection Agency

Turnover Intentions Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
No	6,318	65.7%	19.4%	14.9%	206
Yes, to retire	628	60.0%	19.3%	20.7%	27
Yes, to take another job within the Federal Government	840	40.6%	22.6%	36.8%	18
Yes, to take another job outside the Federal Government	455	42.4%	22.8%	34.8%	12
Yes, other	433	45.4%	22.9%	31.6%	17

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
No	6,331	70.6%	17.6%	11.8%	191
Yes, to retire	635	62.2%	21.0%	16.7%	25
Yes, to take another job within the Federal Government	847	45.2%	24.2%	30.6%	15
Yes, to take another job outside the Federal Government	454	50.4%	21.5%	28.1%	11
Yes, other	432	47.7%	26.5%	25.8%	19

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
No	6,304	74.1%	18.1%	7.8%	235
Yes, to retire	631	63.6%	22.9%	13.4%	29
Yes, to take another job within the Federal Government	830	44.4%	27.4%	28.2%	32
Yes, to take another job outside the Federal Government	446	54.2%	23.2%	22.7%	22
Yes, other	434	52.2%	24.3%	23.5%	19

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
No	6,401	53.8%	21.4%	24.8%	130
Yes, to retire	655	43.9%	20.1%	36.0%	4
Yes, to take another job within the Federal Government	858	33.2%	23.7%	43.1%	6
Yes, to take another job outside the Federal Government	462	25.8%	18.8%	55.3%	5
Yes, other	441	30.0%	24.1%	46.0%	12

Environmental Protection Agency

Turnover Intentions Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
No	5,611	68.6%	22.1%	9.3%	926
Yes, to retire	591	59.8%	26.9%	13.4%	71
Yes, to take another job within the Federal Government	792	49.3%	25.2%	25.5%	72
Yes, to take another job outside the Federal Government	366	46.1%	25.7%	28.2%	102
Yes, other	363	42.9%	35.7%	21.4%	90

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
No	6,539	63.4%	20.7%	15.9%
Yes, to retire	660	56.4%	20.2%	23.4%
Yes, to take another job within the Federal Government	864	35.2%	24.3%	40.5%
Yes, to take another job outside the Federal Government	466	32.9%	18.5%	48.6%
Yes, other	451	36.3%	21.4%	42.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
No	6,534	59.9%	21.0%	19.0%
Yes, to retire	662	55.4%	21.2%	23.3%
Yes, to take another job within the Federal Government	863	35.6%	20.3%	44.1%
Yes, to take another job outside the Federal Government	468	33.7%	19.3%	47.0%
Yes, other	450	33.9%	21.7%	44.3%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
No	6,516	65.0%	20.0%	15.0%
Yes, to retire	659	58.5%	21.0%	20.5%
Yes, to take another job within the Federal Government	860	33.4%	23.0%	43.6%
Yes, to take another job outside the Federal Government	463	39.7%	23.6%	36.8%
Yes, other	452	43.9%	23.2%	32.9%

Environmental Protection Agency

Turnover Intentions Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
No	6,520	44.9%	28.0%	27.1%
Yes, to retire	657	38.1%	25.8%	36.1%
Yes, to take another job within the Federal Government	857	23.7%	27.0%	49.3%
Yes, to take another job outside the Federal Government	465	17.5%	23.5%	58.9%
Yes, other	448	20.5%	26.9%	52.6%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
No	6,517	39.2%	33.4%	27.5%
Yes, to retire	657	33.0%	35.7%	31.3%
Yes, to take another job within the Federal Government	862	13.9%	20.6%	65.5%
Yes, to take another job outside the Federal Government	463	14.1%	24.2%	61.7%
Yes, other	450	15.5%	26.8%	57.7%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
No	6,519	59.8%	24.9%	15.4%
Yes, to retire	656	52.6%	29.6%	17.7%
Yes, to take another job within the Federal Government	855	35.2%	26.3%	38.5%
Yes, to take another job outside the Federal Government	464	35.1%	30.2%	34.8%
Yes, other	450	36.4%	28.9%	34.7%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
No	6,526	79.9%	13.5%	6.6%
Yes, to retire	659	65.3%	16.8%	17.9%
Yes, to take another job within the Federal Government	862	38.1%	26.0%	35.9%
Yes, to take another job outside the Federal Government	466	37.5%	25.1%	37.4%
Yes, other	452	37.4%	29.1%	33.4%

Environmental Protection Agency

Turnover Intentions Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
No	6,528	73.9%	13.6%	12.5%
Yes, to retire	660	73.3%	12.6%	14.1%
Yes, to take another job within the Federal Government	860	53.5%	19.6%	26.9%
Yes, to take another job outside the Federal Government	466	50.9%	20.0%	29.1%
Yes, other	450	52.1%	20.6%	27.4%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
No	6,532	68.5%	19.4%	12.2%
Yes, to retire	660	56.2%	18.5%	25.3%
Yes, to take another job within the Federal Government	860	33.5%	25.4%	41.2%
Yes, to take another job outside the Federal Government	466	29.5%	25.0%	45.5%
Yes, other	451	28.7%	30.1%	41.2%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
No	6,511	90.8%	2.6%	3.2%	3.4%
Yes, to retire	659	91.1%	2.7%	3.2%	3.1%
Yes, to take another job within the Federal Government	863	89.3%	3.3%	4.5%	2.8%
Yes, to take another job outside the Federal Government	465	87.8%	2.4%	6.1%	3.8%
Yes, other	450	87.8%	3.9%	3.7%	4.6%

Environmental Protection Agency Turnover Intentions Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
No	6,542	3.3%	47.4%	12.4%	20.0%
Yes, to retire	659	4.8%	40.9%	10.5%	21.3%
Yes, to take another job within the Federal Government	859	3.3%	51.3%	12.9%	16.4%
Yes, to take another job outside the Federal Government	468	2.4%	48.2%	13.0%	20.5%
Yes, other	452	5.8%	43.5%	10.8%	21.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
No	6,542	2.1%	0.7%	2.2%	11.9%
Yes, to retire	659	1.6%	1.4%	1.3%	18.1%
Yes, to take another job within the Federal Government	859	1.9%	1.7%	4.5%	8.0%
Yes, to take another job outside the Federal Government	468	2.9%	1.2%	3.2%	8.4%
Yes, other	452	1.7%	1.6%	5.9%	9.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
No	6,505	65.6%	32.5%	1.9%
Yes, to retire	655	65.6%	31.6%	2.8%
Yes, to take another job within the Federal Government	860	69.0%	26.1%	4.9%
Yes, to take another job outside the Federal Government	466	67.7%	29.9%	2.4%
Yes, other	446	63.3%	32.8%	3.8%

Environmental Protection Agency Turnover Intentions Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
No	6,508	40.0%	57.2%	2.8%
Yes, to retire	658	31.1%	64.8%	4.1%
Yes, to take another job within the Federal Government	857	33.7%	62.0%	4.3%
Yes, to take another job outside the Federal Government	465	32.2%	60.9%	6.9%
Yes, other	449	30.8%	63.0%	6.1%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
No	6,469	12.5%	85.8%	1.7%
Yes, to retire	650	14.0%	85.2%	0.8%
Yes, to take another job within the Federal Government	858	12.9%	84.1%	3.1%
Yes, to take another job outside the Federal Government	461	11.1%	84.2%	4.6%
Yes, other	450	11.8%	84.7%	3.5%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
No	6,494	3.4%	86.2%	10.5%
Yes, to retire	655	1.7%	88.9%	9.4%
Yes, to take another job within the Federal Government	856	2.3%	82.3%	15.3%
Yes, to take another job outside the Federal Government	466	3.3%	79.8%	16.8%
Yes, other	450	2.1%	82.7%	15.2%

Environmental Protection Agency

Turnover Intentions Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
No	6,483	2.5%	86.6%	10.9%
Yes, to retire	654	3.0%	84.8%	12.2%
Yes, to take another job within the Federal Government	860	2.3%	83.6%	14.2%
Yes, to take another job outside the Federal Government	468	0.8%	81.6%	17.6%
Yes, other	452	0.9%	82.3%	16.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
No	5,403	90.4%	6.2%	3.3%	39
Yes, to retire	509	86.6%	8.3%	5.0%	4
Yes, to take another job within the Federal Government	719	78.1%	10.3%	11.6%	6
Yes, to take another job outside the Federal Government	393	86.4%	7.1%	6.5%	1
Yes, other	362	80.9%	11.0%	8.0%	4

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
No	4,249	95.6%	3.2%	1.2%	51
Yes, to retire	432	92.1%	5.9%	2.0%	7
Yes, to take another job within the Federal Government	584	89.6%	5.8%	4.6%	3
Yes, to take another job outside the Federal Government	309	91.1%	5.2%	3.6%	6
Yes, other	285	88.4%	6.5%	5.1%	7

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency Turnover Intentions Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
No	2,553	88.1%	9.9%	2.0%	76
Yes, to retire	200	87.7%	10.4%	2.0%	8
Yes, to take another job within the Federal Government	281	80.7%	12.9%	6.4%	13
Yes, to take another job outside the Federal Government	144	78.9%	13.5%	7.6%	5
Yes, other	132	72.8%	20.6%	6.7%	8

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
No	787	84.3%	12.3%	3.4%	104
Yes, to retire	94	80.4%	16.2%	3.5%	10
Yes, to take another job within the Federal Government	107	76.5%	12.1%	11.4%	7
Yes, to take another job outside the Federal Government	51	76.7%	13.6%	9.7%	5
Yes, other	51	75.9%	15.5%	8.5%	6

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
No	201	77.4%	19.7%	2.8%	82
Yes, to retire	<10	--	--	--	--
Yes, to take another job within the Federal Government	19	60.0%	19.1%	20.9%	10
Yes, to take another job outside the Federal Government	15	79.9%	13.1%	7.0%	3
Yes, other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

Turnover Intentions Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
No	162	72.1%	24.7%	3.1%	72
Yes, to retire	16	80.8%	19.2%	0.0%	12
Yes, to take another job within the Federal Government	16	66.3%	33.7%	0.0%	8
Yes, to take another job outside the Federal Government	<10	--	--	--	--
Yes, other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*